

Your Career at  
CARPMAELS & RANSFORD



# YOUR JOURNEY

Find your purpose with a career where you can use your STEM experience to help world-leading innovators.



We're a top tier IP firm advising clients on how to protect cutting-edge technologies and the latest scientific discoveries. It's a place where curiosity and inquisitiveness is encouraged and you'll be able to put your degree to good use from day one.

Our exceptional training programme will give you the very best start to your career in IP. The professional exams are challenging and require rigorous preparation but you will be supported every step of the way.

Teamwork is at the forefront of our firm's success; we understand the importance of combining all of our knowledge and expertise, from our newest recruits, to our most experienced partners. We offer a supportive and sociable team-based working environment that provides you with everything from exceptional training to an opportunity to work with a variety of notable clients.

## Our firm

OVER  
**240**  
YEARS OLD

UK PATENT  
PROSECUTION  
FIRM OF THE YEAR

MANAGING IP  
GLOBAL AWARDS  
2012, 2015, 2017,  
2018, 2019, 2021

IMPACT CASE  
OF THE YEAR

MANAGING IP EMEA  
AWARDS 2022

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*"Carpmaels & Ransford LLP is renowned as a leader in the European IP market, with a rich 200-year heritage in the patent profession blended with a modern reputation for innovation in the IP industry as a whole."*

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IAM PATENT 1000

With innovation, invention and new technologies as key pillars of the UK's economy, there has never been a more exciting time to consider becoming a patent attorney.

SPC LITIGATION  
FIRM OF THE YEAR

LMG EUROPEAN  
LIFE SCIENCES  
AWARDS 2022

PATENT  
CONTENTIOUS  
FIRM OF THE YEAR

MANAGING IP EMEA  
AWARDS 2022

Carpmaels & Ransford has been a pioneer in protecting intellectual property for over 200 years, specifically focusing on areas such as biotechnology, chemistry and pharmaceuticals, electrical and mechanical engineering, electronics and software.

Our continued high reputation depends upon our ability to identify the potential partners of the firm of tomorrow, recruiting the finest talent of each generation.

## Our sectors

Our broad technical expertise is organised into dedicated teams with key technical and professional skills specific to both emerging and established industries.

Each team represents a consortium of specialist knowledge where developments in the law, technology, science and engineering are closely followed. Whenever relevant, that knowledge is shared between teams leading to an interactive and personable workplace.

*"I can use my scientific knowledge every day in a role that is commercially important and intellectually stimulating."*

— PAUL KAUFMAN, SENIOR ASSOCIATE

### Chemistry

### Creative & Brands

### Engineering

### Life Sciences

### Materials

### Tech

- ✔ Cleantech
- ✔ Chemical Synthesis & Processes
- ✔ Consumer Products
- ✔ Energy
- ✔ Nutrition

- ✔ Automotive & Transport
- ✔ Consumer goods
- ✔ Food & Drink
- ✔ Luxury Brands
- ✔ Media
- ✔ Pharmaceuticals & Healthcare

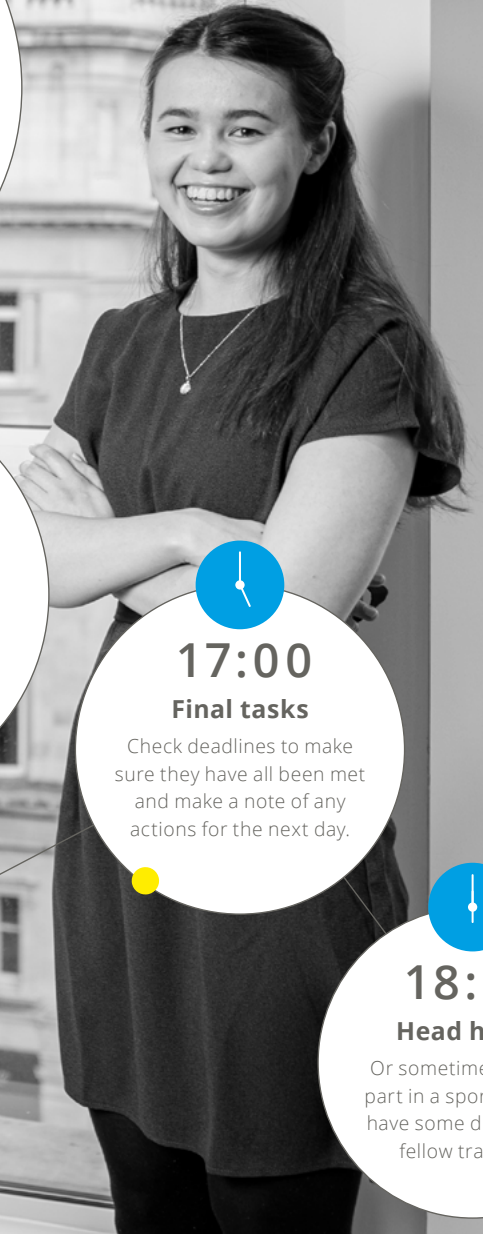
- ✔ Aerospace
- ✔ Automotive
- ✔ Mechanical Devices
- ✔ Medical Devices
- ✔ Optical

- ✔ Bioinformatics & Digital Health
- ✔ Biotechnology
- ✔ Medical Devices
- ✔ Pharmaceuticals
- ✔ SPCs & Regulatory

- ✔ Alloys
- ✔ Functional Coatings
- ✔ Medical Devices
- ✔ Polymers
- ✔ Semiconductor Devices

- ✔ Artificial Intelligence
- ✔ FinTech
- ✔ ICT & Standards
- ✔ Semiconductor Devices
- ✔ Software

## A typical working day for Rachel, a Technical Assistant in the Engineering & Tech team



**08:30**

### Arrive at work

Check upcoming deadlines and any emails that have come in from clients overnight.

**09:00**

### Grab a coffee

Catch up with colleagues over a coffee in the café.

**09:30**

### Emails and reporting

Respond to emails, correct any mistakes in files that need to be submitted, and carry out reporting tasks such as preparing reporting letters.

**11:00**

### Call client

Catch-up call with a client where we'll discuss outstanding deadlines, ongoing and upcoming projects and any questions arising from the week's correspondence.

**12:00**

### Training

Attend one of the regular in-house tutorials run by other technical assistants or associates. These tutorials cover the legal specifics of filing and prosecuting patents which we put into practice each day.

**13:00**

### Lunch

Lunch with some fellow trainees in the café or on the roof terrace, weather permitting!

**13:30**

### Draft response

Prepare a draft response to the patent office. This involves reading the patent office's objections about an invention and comparing it with previous documents (known as prior art) to work out if the invention has any new features. After formulating an argument, I'll start preparing amended claims and a letter to the patent office.

**16:00**

### Meeting with supervisor

Meet with a partner or senior associate to discuss a case or review a response I have drafted. I often have a few questions about how to approach a response so I might have a quick meeting with my buddy too.

**16:45**

### Billing

Send my billing instructions to the accounts department.

**17:00**

### Final tasks

Check deadlines to make sure they have all been met and make a note of any actions for the next day.

**18:00**

### Head home

Or sometimes I'll take part in a sports club or have some drinks with fellow trainees.

# Opportunities at Carpmaels

## Open days for patent attorneys

Our open day is a relaxed and informal way for you to meet with a variety of people at different stages of their career and get a real insight into the daily life of a patent attorney.

The day includes presentations and interactive workshops, giving you the opportunity to get involved with patent drafting and prosecution.

We finish the day with the opportunity to chat with our colleagues about their experiences within the profession so far. We give priority to open day applicants who have completed their studies or are in their final or penultimate year of undergraduate or postgraduate study.

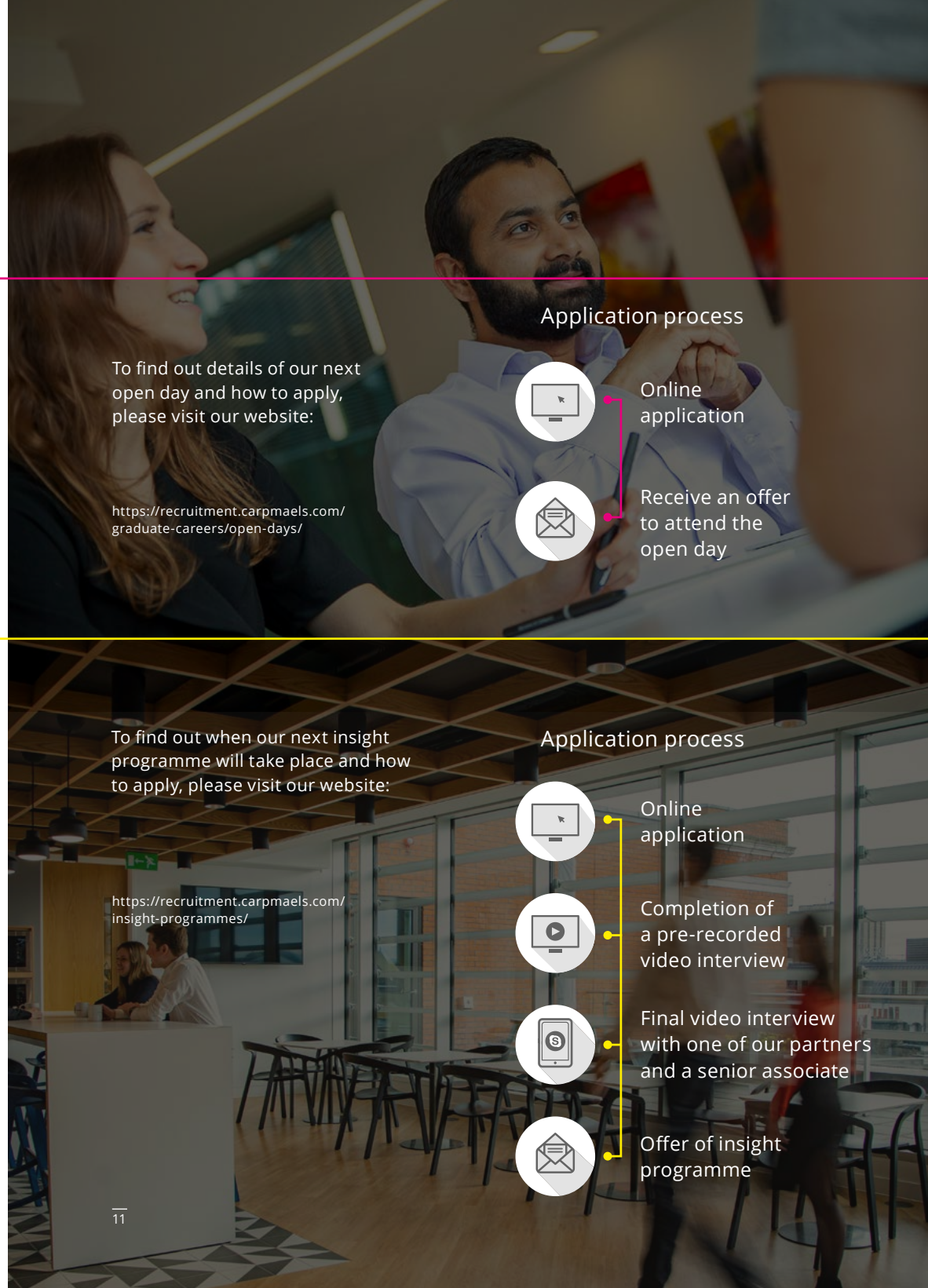
## Summer Insight Programme for patent attorneys

With internships and other work experience in the patent profession being notoriously difficult to obtain, the Carpmaels & Ransford [Insight Programme](#) is a rare opportunity to gain first-hand experience of what it is like to work within a firm at the forefront of European IP law.

The programme will accelerate your understanding of the profession through seminars, case studies and work shadowing. You will be involved in client meetings and have the opportunity to contribute towards active cases.

It's also a chance to experience the social side of the firm and meet a wide range of people, from trainees to partners, as well as our business services teams.

We offer a number of places each year in our Chemistry, Biotechnology and Engineering & Tech practice groups, with a competitive salary and support towards travel and accommodation expenses.



## Application process

To find out details of our next open day and how to apply, please visit our website:

<https://recruitment.carpmaels.com/graduate-careers/open-days/>



Online application



Receive an offer to attend the open day

To find out when our next insight programme will take place and how to apply, please visit our website:

<https://recruitment.carpmaels.com/insight-programmes/>

## Application process



Online application



Completion of a pre-recorded video interview



Final video interview with one of our partners and a senior associate



Offer of insight programme

# Opportunities at Carpmaels

## Trainee patent attorneys

Each year we take on a number of trainee patent attorneys and on occasion a trainee trade mark attorney. Trainees come on board as technical assistants and are assigned to our Chemistry, Biotechnology and Engineering & Tech practice groups. These are not set in stone and will be reviewed during your career at the firm.

Our trainees have an exemplary record in passing the UK and European qualifying exams, thanks to our structured tutorial programmes, team learning sessions and one-to-one mentoring.

You will be involved in a diverse range of work from day one, working with a number of partners, senior associates and other professionals. There is strong integration across our teams and each new cohort works closely together, which makes for a dynamic and fun learning environment.



## Trainee trade mark attorneys

We occasionally take on trainee trade mark attorneys over the course of the year. For trainee trade mark attorneys, our first priority is to mentor you through the Law Course at Queen Mary College, London. Our people have an exemplary record of passing this course as well as the Practice Course.

Our in-house training is delivered predominantly on a one-to-one basis with the team in a challenging yet supportive environment. From day one you will be given the opportunity to work on real client cases, providing you with a solid foundation, in preparation for formal training.



Becoming a part of the close-knit team encourages you to develop your skills as a trade mark attorney. You will have a strong support network behind you throughout both the formal qualification process and your career. Trade mark trainees do not require specified degree subjects. However, disciplines such as law, history or languages, with the acquisition or prediction of a 2:1 or above, are highly valued.

**To find out more about becoming a Carpmaels & Ransford trainee, please visit our website:**

<https://recruitment.carpmaels.com/graduate-careers/>

Application process for trainee patent and trade mark attorneys:



Apply online



Completion of a  
pre-recorded video  
interview



Two-stage interview  
process



Receive a  
job offer

# Opportunities at Carpmaels

## Legal professionals

We value the addition of talented individuals and the different perspectives and expertise they bring to the firm.

Each year we have a number of opportunities for qualified or part-qualified patent or trade mark attorneys, as well as qualified solicitors and barristers, who will have already completed their training contracts or pupillages. We also offer opportunities for legal executives and paralegals.

To find out more, including our current vacancies, please visit our website:

<https://recruitment.carpmaels.com/legal-professionals/>

*We're experienced but never complacent, expert but always believing there's more to learn, trusted by our clients but also trusted to think differently. A team united in its commitment to deliver the very best.*



*“Technically minded and having an eye for detail are ‘indispensable’ skills as a patent attorney”*

— PAUL KAUFMAN, SENIOR ASSOCIATE

## What do I need?

### For trainee attorneys

You will be working towards, or have obtained, an excellent first degree (minimum 2:1 or equivalent) complemented by strong A Levels (typically 3 at grade A or equivalent) and a passion for science and technology. You will have an excellent command of both written and spoken English and a meticulous eye for detail. In addition, you will enjoy analysing and conceptualising complex matters and you will have a passion and aptitude for problem solving.

We are proud to be using Rare Recruitment’s Contextual Recruitment System (CRS) which allows us to consider your achievements in the context in which they were gained. We understand that not every candidate’s achievements look the same on paper – and we want to recruit the best people, from every background.

*\* STEM degrees required for patent attorney applications. Examples of acknowledged STEM degrees: chemistry, biochemistry, molecular biology, pharmaceutical chemistry, pharmacology, physics, IT and computer science, electronics/electrical engineering, and materials science.*

## What we offer you in return

At Carpmaels & Ransford, we invest time and resources in you as an individual, providing support throughout the formal training process and your career. We will help you find your feet, support you in mastering the fundamentals of patent and trade mark law and mentor you through exams.

Carpmaels & Ransford's success is founded upon teamwork and you will have the opportunity to work closely with attorneys and partners across the whole firm, building relationships not just with the clients but with your colleagues.



At Carpmaels & Ransford, we believe in a healthy work-life balance. We work hard but enjoy having fun too, encouraging the continued engagement with hobbies, social and home life. With our contemporary offices based in Central London, there is always something for everyone whether it be lunchtime fitness with the office running club, or Friday drinks at one of the many pubs nearby.



We are also advocates for community engagement and frequently participate in activities and fundraisers for local charities.

We are proud supporters of the Holborn Community Association (HCA) which is dedicated to creating a thriving and inclusive local community in Holborn through the creation of spaces and opportunities for individuals to build their skills, confidence, and overall well-being. We are regularly involved in the HCA After School STEM and Arts Clubs, as well as the annual HCA Fun Palace event.

### Benefits

At Carpmaels & Ransford we understand the need to reward your hard work and investment in the firm and our clients. Therefore, we provide excellent benefits:

- ✔ Market-leading salary
- ✔ Generous pension scheme
- ✔ Life assurance
- ✔ Private medical insurance
- ✔ Interest-free season ticket loan
- ✔ Holiday bonus
- ✔ Holiday buy scheme
- ✔ Cycle to work scheme
- ✔ Generous family-friendly policies

# NATASHA JOINED US AS A TRAINEE PATENT ATTORNEY, AFTER STUDYING PHYSICS WITH ASTROPHYSICS AT THE UNIVERSITY OF LEEDS

**Natasha Christian**  
Associate

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*"During my Master's research project, I realised that continuing in academia wasn't for me. I wanted a career which would be challenging, and at the forefront of technology in my field, but which would allow for diversity in my day to day work... Patent law provides just that. Not only does the technology which passes my desk vary, but the tasks do too.*

*Having only recently started in the profession, I am working towards becoming qualified as both a UK and European patent attorney. We work on real cases from day one, and the training that you receive from the partners and senior associates who supervise you on each case is invaluable. The firm also provides more structured training in the first year, including in-house tutorials, which cover a*

*little of everything, from basic law and patent practice, to German lessons! This support will continue throughout our training, which are supplemented with advanced tutorials.*

*There is a huge amount to learn, but there is a great environment in the office, with someone always available to help, no matter how silly you think your question is. The social side of Carpmaels is also a huge plus. If you don't fancy joining one of the many sports teams, there are always formal and informal events, most notably the organisation of the annual Intellectual Property Ball, which is a great way to meet people at other firms and the infamous Carpmaels' annual New Year and summer parties. On top of all of that, there's always the option of a casual Friday night drink."*



# Working at Carpmaels

## Patent trainee timeline to formal qualification

As a trainee patent attorney it will typically take five years to complete the necessary qualifications and training to become registered in both the UK and Europe.

In order to give you an overview of the process, we have provided a simple timeline outlining your route to professional qualification.

## Your journey to professional qualification

### First Year

Join us in September.

Throughout your first year, you will undergo on-the-job training complemented by weekly in-house tutorials, led by partners or senior associates.

### Second Year

In September, you will attend the Queen Mary University's "Certificate in Intellectual Property" course. You will continue to have on-the-job training and in-house tutorials after the completion of exams in January.

### Third Year

In February / March, you will sit the Pre-European Qualifying Examinations and also apply for one of the UK "Finals" papers (FD1) and the European Qualifying Examinations "Finals". Internal and external revision courses are on offer to help you prepare for your exams.

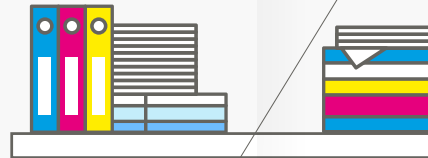
### Fourth Year

You will sit your first UK Finals paper in October and the European Qualifying Examinations Finals in February/ March the following year. Subject to successfully passing the European Qualifying Examinations, you will then become a qualified European patent attorney.

### Fifth Year and Congratulations!

You will sit your last UK Finals paper (FD4) in October and subject to successfully passing both the UK Finals papers and your European Qualifying Examinations, you are now fully qualified!

On completion of formal training, Carpmaels & Ransford provides an in-house, basic litigation course (completed within three years of qualification). Internal and external training continues throughout your career.



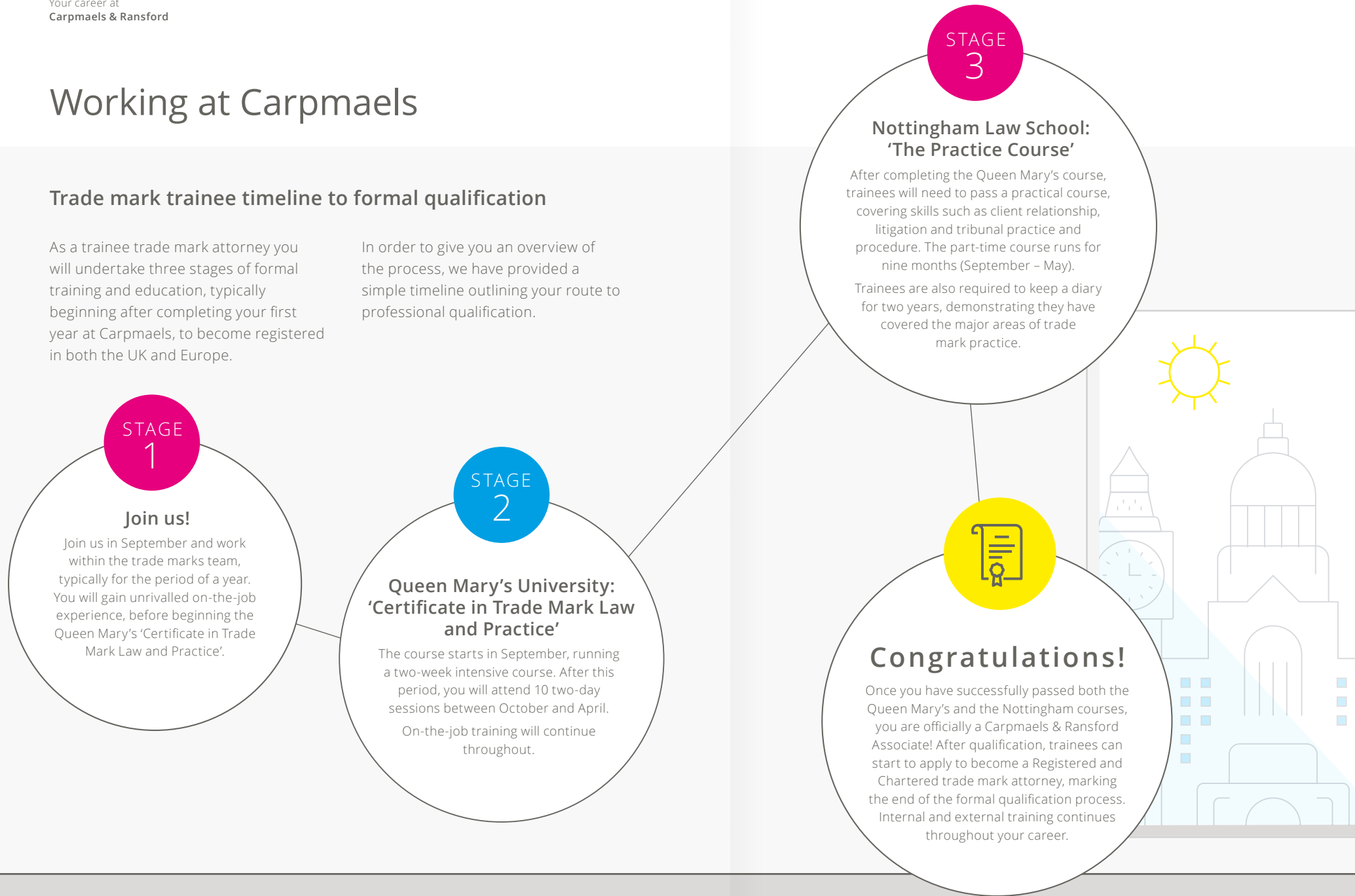
CARPMAELS & RANSFORD

# Working at Carpmaels

## Trade mark trainee timeline to formal qualification

As a trainee trade mark attorney you will undertake three stages of formal training and education, typically beginning after completing your first year at Carpmaels, to become registered in both the UK and Europe.

In order to give you an overview of the process, we have provided a simple timeline outlining your route to professional qualification.



## Working at Carpmaels

# AN INSIGHT INTO THE WORLD OF TRADE MARKS

### Iulia Popescu

Associate Trade Mark Attorney

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*My route into the trade marks profession wasn't entirely conventional. Prior to commencing a trainee role, I worked as a paralegal at Carpmaels & Ransford, which allowed me to gain valuable IP experience. I then decided to pursue the formal trade mark qualification process with the support of the firm. Working in trade marks allows me to combine my skills and interests,*

*acting in a wide variety of cases for clients, ranging from market-leading multinationals to start-ups preparing for their first launch. Being part of the Trade Marks team means I get to benefit from experienced attorneys' expertise and support. I find it fascinating being a part of the brand-building process and seeing new products and brands become successful.*

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To find out more, including our current vacancies, please visit our website:

[https://recruitment.carpmaels.com/  
legal-professionals/current-opportunities/](https://recruitment.carpmaels.com/legal-professionals/current-opportunities/)



# Working at Carpmaels

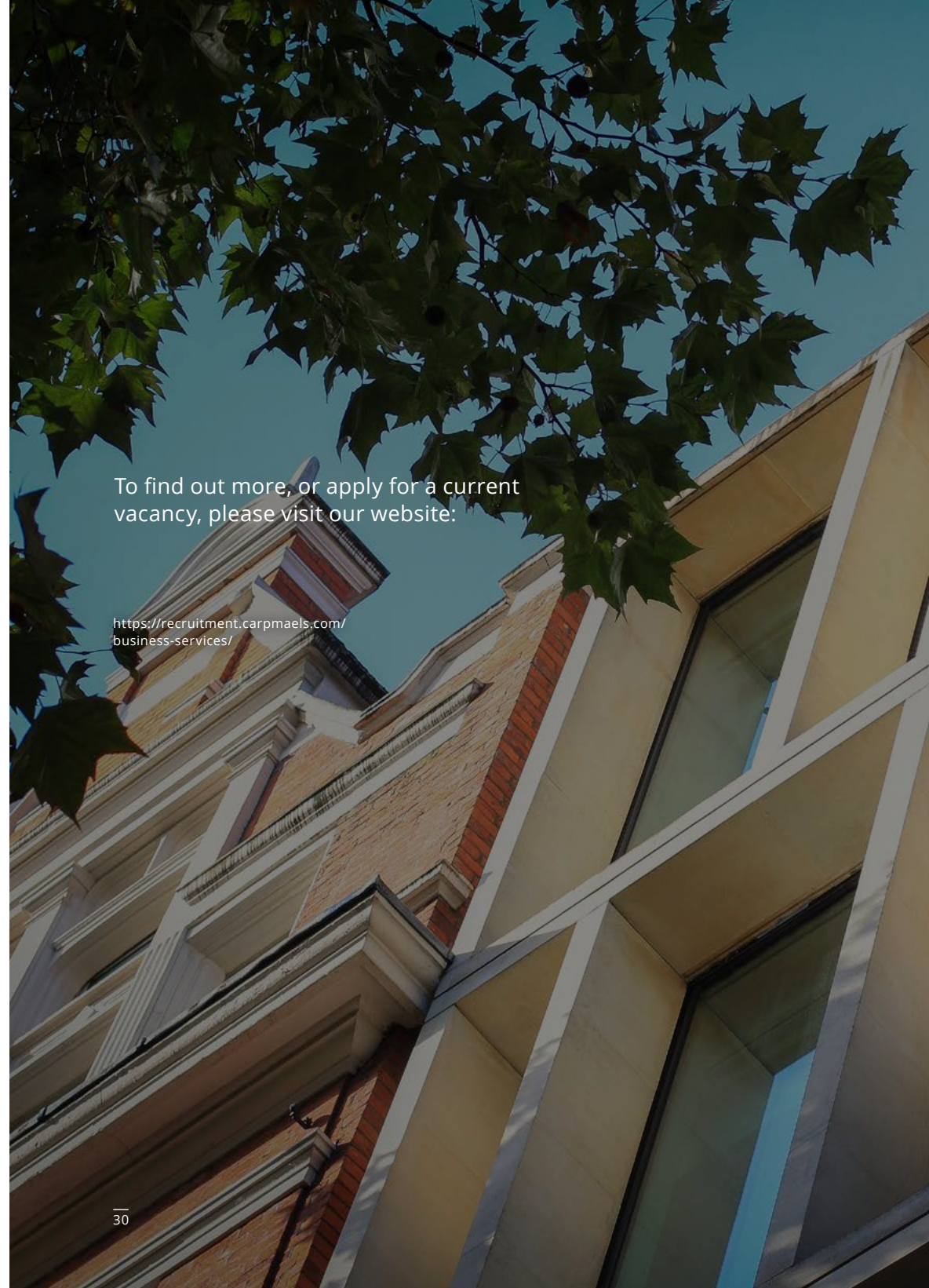
## Business service careers

Our business services teams play an integral role in contributing to the success of the business and the energy and enthusiasm in our workplace.

We're a progressive and ambitious firm where new ideas and perspectives are welcomed. We believe in collaboration and team work and this is evident in the strong working relationships between business services and the attorneys and solicitors across the firm.

Vacancies arise throughout the year in our business services teams.

- ✔ Business Change and Projects
- ✔ Finance and Accounting
- ✔ Human Resources
- ✔ Technology
- ✔ Business Development & Marketing
- ✔ Office Services (Facilities, Reception and Reprographics)
- ✔ Records and Formalities
- ✔ Secretarial



To find out more, or apply for a current vacancy, please visit our website:

<https://recruitment.carpmaels.com/business-services/>

# Equality, Diversity & Inclusion

## Our commitment to equal opportunities

We recognise that diversity of thought is vital to our business, enabling us to approach challenges differently and offer our clients creative and original solutions.

We believe that the steps we are taking will ensure that Carpmaels & Ransford continues to be a supportive and healthy workplace for our employees, which in turn ensures that we provide the best possible service for our clients.

We are proud to have dedicated groups which champion diversity and inclusion topics across the firm, including LGBTQ+, Race & Ethnicity, Gender Balance and Wellbeing, all of which are supported by our Diversity & Inclusion Task Group. We host regular events, including a Diversity Day, where we come together as a firm to discuss and share ideas around equality, diversity and inclusion.

We also work with several external organisations such as IP Inclusive, Stonewall and Business in the Community via the Race at Work Charter. Through these partnerships, we are putting the right steps in place to make sure that all our people feel supported and empowered to be themselves.

We are committed to providing and sustaining a happy and healthy working environment for all our people. In 2021 we announced our first cohort of Mental Health First Aiders who have been trained to recognise and support colleagues with mental health struggles. We also have an employee assistance programme to help employees with personal and professional issues, alongside private healthcare covering both physical and mental wellbeing.



Recruitment is a key area where we are taking steps to reduce bias and create a level playing field for our trainee and summer insight programme applicants. We have introduced elements of blind screening, removed the assessment of CVs and cover letters as part of the graduate application process and introduced standardised application questions. We have also adjusted our interview questions to ensure fairness to neurodiverse candidates.

In partnership with Rare Recruitment, we have implemented contextualised recruitment into our graduate recruitment process, allowing us to view, at a glance, not just the achievements of candidates, but the context in which those achievements were gained. In addition, through partnerships with Sanctuary Graduates, Generating Genius, and 10,000 Black Interns we are increasing the diversity in our work experience and insight programmes. We recently launched a new careers site and additional resources to support applicants, including the Discover IP podcast.



## Corporate Social Responsibility

The commitments we make in our Corporate Social Responsibility (CSR) programme are an integral part of our business and reflect and inform our firm values.

### Community

*Carpmaels & Ransford has been located in and around Holborn since the 1830s when Moses Poole and William Carpmael established a firm of patent agents at 4 Old Square, Lincoln's Inn.*

Our long association with Holborn inspires a sense of belonging and concern for the community and, for several years now, we have supported the Holborn Community Association (HCA). This provides opportunities to get involved in local initiatives, especially those that provide support to young people.

We also focus on encouraging school students to consider further study of science, technology, engineering and maths (STEM), primarily through the STEM Ambassador programme, which allows students to explore the future careers related to these subjects. Carpmaels also provides work experience to students from underprivileged backgrounds through the Social Mobility Foundation.

### Environment

*Whether it's helping save the honeybee, recycling batteries and paper, or choosing Fair Trade tea and coffee, we are determined to pursue a sustainable workplace.*

We have made a commitment to manage our environmental footprint proactively and to reduce the impact of our operations on the environment. We undertake various initiatives that support these aims. Currently, we are engaged in the Midtown Bee Project and installed a beehive on our roof in 2016, which is now tended to by our thriving Bee Club.

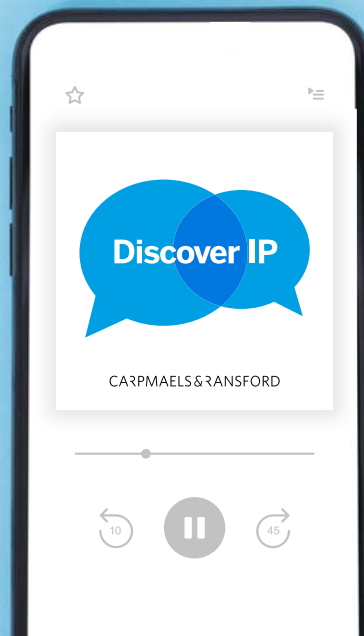
## Resources

Visit [recruitment.carpmaels.com/resources](https://recruitment.carpmaels.com/resources) for FAQs about the recruitment process, latest news and personal insights from people across the firm.

Here you'll find videos from our most recent Insight Programmes and Open Days, articles about our diversity and CSR projects, and day in the life interviews.

We also have a dedicated graduate recruitment podcast called Discover IP.

The series includes a range of guests from around the firm who share their experiences of working in IP, covering topics such as the role of a patent attorney and how to make the jump from industry to IP.



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Carpmaels & Ransford is a leading European IP firm based in London. For more information about our firm and our practice, please visit our website at: [www.carpmaels.com](https://www.carpmaels.com). This document contains general information only and does not constitute legal or other professional advice. Legal responsibility and liability for the provision of services are determined by the engagement terms entered into between clients and the relevant entity. Carpmaels & Ransford is a full service European intellectual property firm providing legal advice through a number of separately regulated legal entities.

- Carpmaels & Ransford LLP is a limited liability partnership registered in England & Wales under registered number OC382284, and is regulated by the Intellectual Property Regulation Board.
- Carpmaels & Ransford (International) LLP is a limited liability partnership registered in England & Wales under registered number OC397628, and is regulated by the Solicitors Regulation Authority (SRA ID: 620864).
- Carpmaels & Ransford (Specialities) LLP is a limited liability partnership registered in England & Wales under registered number OC414115, and is regulated by the Intellectual Property Regulation Board.

The registered office of the three entities listed above is One Southampton Row, London, WC1B 5HA. A list of members in respect of each LLP is open to inspection at the registered office. The word 'partner' is intended to refer to a member of those LLPs. Carpmaels & Ransford (Ireland) LLP is a limited liability partnership operating in the Republic of Ireland, authorised and regulated by the Legal Services Regulation Authority and the Law Society of Ireland.